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LIBRARY TECHNICIANS, A SURVEY OF CURRENT DEVELOPMENTS. REVIEW SERIES, NUMBER 1.

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ERIC CLEARINGHOUSE FOR LIBR. AND INFORM. SCI., MINN.

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THE PURPOSE OF THIS REVIEW ARTICLE AND ANNOTATED BIBLIOGRAPHY ON LIBRARY TECHNICIANS IS TO (1) SUMMARIZE CURRENT ACTIVITIES IN THIS RAPIDLY DEVELOPING FIELD, (2) PRESENT AN OVERVIEW OF THE ISSUES, PROBLEMS, AND OPINIONS ON THE SUBJECT, (3) IDENTIFY THE AGENCIES AND ORGANIZATIONS CONCERNED WITH LIBRARY TECHNICIANS, AND (4) LIST, IN A SELECTIVE BIBLIOGRAPHY, SOME OF THE RECENT, SIGNIFICANT JOURNAL ARTICLES AND OTHER PUBLICATIONS THAT REFLECT THESE CURRENT TRENDS. THE REVIEW, BASED ON AN EXAMINATION OF THE LITERATURE AND CORRESPONDENCE AND DISCUSSION WITH INDIVIDUALS ACTIVE IN THE FIELD, SHOWS THAT (1) TECHNICIANS ARE BEING EMPLOYED IN INCREASING NUMBERS BY ALL TYPES OF LIBRARIES, (2) CONTROVERSIAL DISCUSSION CENTERS ON THE TECHNICIAN'S ROLE, DUTIES, EMPLOYMENT PROBLEMS AND TRAINING, (3) NEW ORGANIZATIONS HAVE BEEN FORMED, (4) SURVEYS, STUDIES, CONFERENCES AND COMMITTEES ARE BEING SPONSORED BY THE U.S. OFFICE OF EDUCATION, PROFESSIONAL ASSOCIATIONS AND EDUCATIONAL BODIES, AND (5) THE NUMBER OF TRAINING PROGRAMS IS INCREASING RAPIDLY. THE ANNOTATED BIBLIOGRAPHY OF 43 ITEMS CONSISTS OF DOCUMENTS REFERRED TO IN THE REVIEW ARTICLE. (AUTHOR)

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ABSTRACT

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LIBRARY TECHNICIANS

A Survey of Current Developments

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REVIEW SERIES NUMBER 1

LIBRARY TECHNICIANS

A Survey of Current Developments

by

Joanne Boelke

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ERIC CLEARINGHOUSE FOR LIBRARY AND INFORMATION SCIENCES

University of Minnesota

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Minneapolis, Minnesota 55404

SEPTEMBER, 1968

The ERIC Clearinghouse for Library and Information Sciences is a joint project of the Educational Resources Information Center of the U.S. Office of Education and the University of Minnesota Library School.

INTRODUCTION

This ERIC/CLIS publication is the first in a continuing series of bibliographies and review articles, of varying scope and format, on topics of interest to the library and information science communities. The identification of professional needs and interests and the preparation of publications of these subjects will be a major Clearinghouse information analysis activity.

The purpose of this review article and annotated bibliography on library technicians is to: (1) summarize current activities in this rapidly developing field, (2) present an overview of the issues, problems, and opinions on the subject, (3) identify the agencies and organizations concerned with library technicians, and (4) list, in a selective bibliography, some of the recent, significant journal articles and other publications that reflect these current trends. This survey is based on an examination of the literature and correspondence and discussion with individuals active in the field.

LIBRARY TECHNICIANS – A SURVEY OF CURRENT DEVELOPMENTS

Although the concept of a middle level of library work, between the clerical and professional levels, is not new, the library profession has only recently given serious attention to issues related to the training and employment of personnel to perform at this level (12,33). The recent development of programs for such personnel, usually called "library technicians" or "library technical assistants," will have far-reaching implications for the entire library profession.

Technicians are being employed in increasing numbers by all types of libraries; serious and sometimes controversial discussion centers on the technician's role, duties, employment problems and training; new organizations concerned with the subject have been formed; and surveys, studies, conferences, workshops and committees have been sponsored by the U.S. Office of Education, the professional associations, and educational bodies. And perhaps most indicative is the fact that the training programs have proliferated, as seen in a recent survey listing 57 U.S. institutions which offer undergraduate library technician programs (32), compared to 26 formal classroom programs listed in a 1965 survey (27).

In Canada there is also a new emphasis upon the development of technicians (29,37). Eleven such training programs are listed in a recent survey, with most established in 1966 or 1967 and connected with the emerging community colleges or technical institutes (43).

Problems and Opinions

The existence of a severe manpower shortage in the library profession is generally accepted. However, the development of a subprofessional class of employees as a partial answer does not receive unanimous support from librarians. A review of recent library literature reveals that library technicians have their critics as well as their advocates (2).

Those who question or directly oppose the idea of the library technician most often see these problems: (1) the technicians will dilute the profession by becoming cheap substitutes for librarians and they will lower the intellectual level of the field (2,31), (2) there is difficulty in job classification, often there is no job category for technicians, and the differences between the proper roles of librarians and nonprofessionals are confused, (3) the job market for library technicians is uncertain and it raises unrealistic expectations for students (8), (4) it is not wise to turn to newly established community colleges with weak programs for an answer to manpower problems (31), and (5) technicians who are later able to work toward a graduate degree in librarianship will be delayed because of a lack of general education (25, p.16), while students of poor scholastic ability will be given the false impression that they will be able to go on to further study for a professional librarian's degree (31).

On the other hand, advocates of the library technician idea see the position as one of the answers to the manpower shortage (30). One of the advantages often mentioned is that the development of a library technician class of employees will help prevent wasteful use of professional staff time, and it will encourage analysis and clarification of professional and nonprofessional duties (16,17). It is also suggested that this, in turn, could stimulate recruitment of more talented professional librarians (15) and, consequently, upgrade the profession (36). In fact, advocates argue that other professions have long recognized the need for various levels of training (23).

Perhaps best summing up the situation are articles that, although supporting the library technician, also cite some of the problems and suggest solutions. Among recommendations are participation by the library profession in the planning, development, and supervision of training programs to counteract the proliferation of unsatisfactory courses developed independently by non-library agencies (26). More specific participation by the library profession is also suggested by one writer who asks for standards for accreditation of training programs as well as standards to distinguish between work at the subprofessional and professional levels (1).

Training Programs

In spite of the controversy and problems, however, the field is faced with the reality that library schools are not producing enough professional librarians to meet present and future needs (30), and increased activity in the field of library technician training seems to be the most common response to the situation.

While some libraries have developed their own in-service training programs (5), the professional literature reflects the statistically supported fact that training programs are most frequently connected with community or junior colleges, and the number of these programs is rapidly increasing (10,13,19,22).

An analysis of recently collected statistics on library technician programs identifies the typical U.S. program as located in California, having 1.9 full-time and 1.8 part-time faculty members, 13 full-time and 24 part-time students, 16 course credit hours required for the library technician program, 5 certificates awarded in 1967/68, and all graduates placed (32).

The success of these programs remains undetermined at this point. One program has been abandoned (9), another was only partly successful (11), and two writers note employer dissatisfaction with the graduates of still other programs (26,31). On the other hand, a major survey of the field reports that by standards of increased enrollment, placement of graduates, statements by employees and employers, and interest in the training programs on the part of administrators, the programs do appear to work (27). And another writer, in reviewing articles about these training programs, also sees that the reactions to the programs have been generally favorable (40).

Definition

Development of library technician programs must be based on clear definition of the work to be performed. Both the Federal Government and the American Library Association have attempted to clarify the role of the library technician. The *Civil Service Handbook X-118* of 1966 includes the Standards for Library Technician Series (GS-1411), in two classes: the Library Aide (GS-1411-1-3) who performs work under close supervision and the Library Technician (GS-1411-4+) who exercises more independent judgment which may have been learned on the job or through training courses (39).

In January, 1968, the Library Administration Division and the Library Education Division of the American Library Association accepted as official policy the report developed by their Interdivisional Ad Hoc Committee. This report (generally called the Deininger Report) proposes basic definitions of the subprofessional or technical assistant class of library employees, as well as suggesting sample classification specifications. Emphasizing typical duties, the committee offers this definition of the library technical assistant:

> Library technical assistant duties are based on skills required by the library clerk, but, in addition, a proficiency developed in one or more functional areas or in certain limited phases of library service is required. Library technical assistants will generally follow established procedures which have been developed by librarians. They work under the supervision of a librarian and may supervise and direct library clerks or clerical staff. In a closely coordinated library system, a library technical assistant may be responsible for a service unit (35).

Organizations

Two new organizations concerned with the development of library technician programs have been established in recent years.

The Council on Library Technology (COLT) was established in May, 1967, to "open lines of communication between persons and institutions offering technical aid training programs;" to be concerned with course curriculum, the role of the library technician, recruitment, and employment problems; and to work with ALA in these areas (20). A newsletter (4), workshops, and an annual conference are activities sponsored by this group.

The Society of Library and Information Technicians (SOLIT) was organized in May, 1966. Membership was originally limited to students and graduates of the Department of Agriculture's Graduate School Seminar in Library Techniques but is now open to anyone employed as a library or information technician. The first edition of the organization's newsletter will soon be published (14).

The established professional library organizations are now also expressing official interest in library technicians, reflected in the fact that the recently adopted, revised standards for public libraries recognize a subprofessional class of positions (28), as do the new standards for school media programs now in preparation (6).

Technicians have also received attention at several national conferences of these organizations. A program of the 1967 annual conference of the Special Libraries Association was devoted to the subject, while library technicians were discussed a good deal at the 1967 ALA conference on manpower (18). They have also been the subject of programs and discussions in several ALA units recently.

In addition, two special committees to study the subject have been established by divisions of ALA, and they are responsible for two new contributions. As previously discussed, the statement of definition for the subprofessional or library technical assistant was developed by the Interdivisional Ad Hoc Committee of the Library Education and Library Administration Divisions.

To implement the recommendations in this statement, LED has appointed an Interdivisional Committee on Training Programs for Supportive Library Staff, which includes members from LED, the Association of College and Research Libraries' Junior College Library Section, LAD, the Committee on Accreditation, and the Office of Library Education. This committee has recently produced a working set of guidelines for training programs for library technical assistants, now under consideration for official action by the ALA units represented on the committee. These guidelines are intended to assist in planning new training programs and to serve as standards for evaluating existing programs in this area. The committee's next project will deal with more specific details of recommended content of the training programs (7).

Conferences and Workshops

In addition to attention given the subject at more general professional conferences, several workshops and conferences have been devoted specifically to library technicians.

As a result of a conference sponsored in June, 1966 by Cantonsville Community College for interested persons in the Maryland area, a national conference on library technicians was held in Chicago May 26-27, 1967. The forty-eight U.S. and Canadian representatives from institutions offering library technology courses who attended this conference made plans for east and west coast workshops, decided to promote an annual conference for those involved with these training programs, and initiated the idea of the Council on Library Technology (24).

The first of the proposed regional workshops was held in Baltimore, Maryland, October 20-21, 1967, attended by representatives of institutions east of the Mississippi and from eastern Canada (21), and on January 18-19, 1968, at San Francisco, the California Department of Education and the University of San Francisco Library Science Program sponsored a conference on the training of library technical assistants (25).

Other meetings recently held include a one-day conference on library technicians held on May 7, 1968, for the members of the Lehigh Valley Section of the Pennsylvania Library Association and a meeting sponsored by El Centro College, Dallas, Texas, on May 17, 1968, to discuss its library technology program with library employers and occupational education specialists.

As proposed at the Chicago conference, the second annual conference of the Council of Library Technology was held May 23-25, 1968, at Toledo, Ohio, attended by representatives from 18 states, Puerto Rico and Canada (20).

Surveys and Directories

Further aid to this developing field is given by two recent surveys that list and give information on existing training programs.

Published in May, 1968, tables summarizing a survey of Canadian programs give detailed information on each of the eleven library technician programs existing in Canada in 1967/68 (5).

Even more recent is the *North American Library Education Directory, 1966-68,* a statistical survey that includes library technician programs. In addition to a review article on library technicians, the individual programs are listed, with figures given for enrollment, curricula offerings, degrees and placements, number and salary of faculty, and program income and expenditures (32).

Research and Projects

A number of current research projects, devoted in whole or in part to library technicians, have been completed or are presently under way.

The first comprehensive study of library technician training was conducted by Martinson in 1965 (28). Suggested by the shortage of personnel in biomedical libraries and performed for the Institute for the Advancement of Medical Communication under contract from the U.S. Office of Education, Division of Vocational and Technical Education, this study was conducted to discover which institutions had established formal classroom training programs for library technicians. Based on visits to the institutions, interviews with administrators, teachers, students, graduates, and employees, the survey examines and discusses in detail the programs, their effectiveness, and many factors connected with the employment of technicians.

Another completed research project of value to the field is Steele's study conducted to determine the employment possibilities for graduates of an existing library technology program (34).

Other projects now under way also promise to add to the body of knowledge about library technicians. The University of Maryland project on manpower for the library and information profession in the 1970's will include research on library technicians (41), while a phase of the American Association of School Librarians' school library manpower project will include a task analysis of all types of personnel in school libraries and the preparation of a report on training suitable for nonprofessional personnel in school library programs (42).

Curriculum materials for library technician courses are the subject of two other current projects. The Field Services Division of the Texas State Library is sponsoring the Tex-Tec project, conducted by the Communication Service Corporation, which is responsible for the development of syllabi for the library technical assistant courses offered in the junior colleges of Texas (38).

The second state-wide curriculum plan is being developed in California, a state with several training programs and much activity in the library technician field. A core curriculum has been discussed by the State Advisory Committee for Library Technology Programs as well as the directors of technician programs and deans of vocational education, and curriculum guidelines will eventually be issued by the California Bureau of Vocational Education (3).

A Professional Challenge

One of the major proponents of library technician training has stated that "professional librarianship confronts a challenge of new dimensional proportions" (33). This review of recent definitions, discussions, guidelines, organizations, conferences, surveys, and research projects reflects the response of the library profession to the questions and problems raised by this new challenge.

LIBRARY TECHNICIANS – A SELECTED BIBLIOGRAPHY

This bibliography consists of documents referred to in the preceding review article. Item 24 is available for purchase from the ERIC Document Reproduction Service (EDRS), The National Cash Register Company, 4936 Fairmont Avenue, Bethesda, Maryland 20014, and should be ordered by its ED number. Items 20, 25 and 27 are being processed for the ERIC system and will be available from EDRS when listed in *Research in Education*, the monthly ERIC bibliography.

1. Annan, Gertrude. "Library Technicians: Need, Training, Potential," *Medical Library Association Bulletin*, 52 (January, 1964), 72-80.

   Comparing the need for library technicians to developments in the nursing profession, this article summarizes the current situation in the library field. Recommended are carefully planned training programs, approved and sponsored by library associations and library schools, and standards and certification to differentiate between the levels of library work.

2. Bendix, Dorothy, editor. "Library Education and the Shortage of Both Manpower and Talent," *Library Journal*, 91 (October 15, 1966), 4881-4898.

   Contributors giving their views on the manpower problem in this symposium include administrators of accredited library schools, faculty members from accredited and nonaccredited library education programs, a recent library school graduate, an experienced medical librarian, and a social scientist. Library technicians as a partial solution are mentioned often, both favorably and unfavorably.

3. Bock, Joleen, *Library Technician Terminal Programs: An Innovation in Community College Curricula.* 1968.

   This unpublished paper reviews and analyzes library technician programs – the problem of definition, national and California developments, advisory committees, and curriculum development.

4. *Council on Library Technology Newsletter,* vol. 1, no. 1, (January, 1968-)

   Planned to include news items of interest to those involved with library technology programs, this newsletter, scheduled for four issues a year, is sent to all members of the Council on Library Technology and is available to nonmembers for $1.00 per year. Inquiries should be sent to: John B. Nicholson, Jr., Editor, COLT Newsletter, University of Baltimore, 1402 Maryland Avenue, Baltimore, Maryland 21201.

5. Daniels, Jane W. "Aid Through Aides," *Library Journal,* 88 (June 1, 1963), 2194-2197.

   An account of the establishment of Baltimore County Public Library's semi-formal, in-service training course for a class of intermediate employees called Library Aides, who were to be members of a branch staff under supervision of a professional librarian.

6. Darling, Richard L. "The New Standards and the Supervisor," *ALA Bulletin,* 62 (February, 1968), 163-167.

   A discussion of the new standards for school media programs, now being prepared jointly by the American Association of School Librarians' Committee on Standards Revision and the National Education Association's Department of Audiovisual Instruction. These standards will recognize a supportive staff by recommending a larger staff but not a larger number of professionals.

7. "Draft of Guidelines for Training Programs for Library Technical Assistants," *LED Newsletter: No. 65,* (May, 1968), 14-20.

   This working set of guidelines was developed by the Interdivisional Committee on Training Programs for Supportive Library Staff of the American Library Association and is intended to be of assistance in planning library technical assistant training programs and to serve as standards for evaluating existing training programs of the formal, post-secondary school nature.

8. Duchac, Kenneth F. "Manpower – A Proposal," *Library Journal,* 92 (May 1, 1967), 1797-1798.

   The recommendations of a group of twelve librarians who met in Philadelphia on February 5-6, 1967, to discuss the critical shortage of personnel in public and school libraries in the Middle Atlantic region are presented here. The group went on record as "opposed to identifying junior college technician programs specifically with preparation for librarianship," urging, instead, a broader clerical-technical program.

9. Dwyer, William G. "End of an Experiment?" *Library Journal,* 88 (October 15, 1962), 3619-3622.

   The president of the Orange County Community College (Middletown, N.Y.) discusses their experimental two-year library technology program, discontinued because of lack of civil service authorization of the position. Seen as the reason for the failure is the inability or unwillingness of librarians to define the difference between professional and nonprofessional.

10. Earnshaw, Helen. "Starting a Two-Year Curriculum for Library Assistants," *Junior College Journal,* 36 (October, 1965), 22-23.

    A terminal library assistant program leading to an associate of arts degree was started at the Los Angeles Trade-Technical College in 1959. With the aid of an advisory committee, a curriculum of 7 courses was planned, based on the 1948 ALA description of nonprofessional duties and including field work for students with no library experience.

11. Forsyth, Kenna and Mary Y. Parr. "Library Technicians at Drexel," *College and Research Libraries,* 27 (March, 1966), 120-122.

    A study of Drexel's five years of experience in offering library school courses to prepare students for subprofessional library positions. Based on grades, the program was only partly successful and the high incidence of early dropout was a major problem.

12. Garloch, Lorena A. "The Community Colleges and the Library Technician Program," *Stechert-Hafner Book News,* 22 (February, 1968), 81-83.

Reviews the current status of library technician programs, reports on a study of the curricula in 24 programs, suggests a typical curriculum, and recommends a pilot project involving a single community college program with a follow-up study of its graduates.

13. Gebhard, Patricia, "School for Ninety-Day Wonders," *Library Journal* 88 (June 1, 1963), 2198-2200.

A description of the 4 semester program for subprofessional library workers offered by the City College of Santa Barbara, California, instituted at the request of the Santa Barbara Public Library.

14. Gottschalk, Charles M. and Helen L. Chambers. "SOLIT: Librarians to Look at Newcomer to the Washington Ares," *Chapter Notes,* 27 (March, 1968), 35-39.

This description of the Society of Library and Information Technicians (SOLIT) and review of the present status of the library technology field appears in the official bulletin of the Washington, D.C. chapter of the Special Libraries Association.

15. Gummere, Richard M. "Toward a New Breed of Librarians," *Wilson Library Bulletin,* 41 (April, 1967), 810-813.

A new emphasis on the intellectual aspects of librarianship, with librarians allowed to focus on their proper Socratic function of dialogue with their constituency, should aid the recruitment of a greater number and variety of first-class students. To make this possible, more clear-cut subprofessional classes must be invented and institutionalized to assume some of the librarians' present tasks.

16. Harlow, Neal. "Misused Librarians," *Library Journal,* 90 (April 1, 1965), 1597-1599.

Outlined in this article for a symposium sponsored by the Alumni Association of Rutgers Library School are some definitions of professional responsibility, types of library work and specific jobs, designed to help reach the goal of better utilization of professional and other library staff.

17. Harlow, Neal. "News of the New Founde Worlde – What's New in the Education of Librarians?," *Library Journal,* 88 (June 1, 1963), 2189-2193.

An analysis of the new world of librarianship, with its demands and its problems. Wasteful use of professional staff is noted and support from a competent corps of assistants at the technical and middle level is recommended.

18. Havens, Shirley. "ALA Conference: Manpower – the Big Show," *Library Journal,* 92 (August, 1967), 2713-2719.

A description of the treatment of the subject of library manpower at the 1967 ALA Conference in San Francisco, with an observation that technician and undergraduate programs evoked much interest and seemed to be recognized as here to stay.

19. Headings, Bernice E. "Training Program for Library Technicians," *College and Research Libraries,* 24 (November, 1963), 481-482.

In 1959 Ferris State College, Big Rapids, Michigan, established a two-year program, leading to an Associate of Applied Science degree. Requirements include 56 credits in liberal arts, 16 in secretarial work and 21 in library technology, with an emphasis on practice library work.

20. Heckart, Rhua, editor. *Progress and Prospect, A Summary of the Proceedings of the Second Annual Conference of the Council on Library Technology (Toledo, May 23-25, 1968).* Council on Library Technology, 1968. (EDRS, in process)

Among topics covered at the conference were the history of the Council on Library Technology, other library technology conferences, national and Canadian developments, and other professional associations and their library technician activities.

21. Jamieson, Alexis. "Conference on Library Technology in Baltimore," *Ontario Library Review,* 70 (March, 1968), 37-38.

An account of a two-day workshop on library technology, attended by representatives from U.S. and Canadian institutions offering training programs.

22. "Junior Personnel for Libraries," *Wilson Library Bulletin,* 37 (March, 1963), 524.

An experimental program in library technology on the junior college level was started in 1963 at the Community and Technical College of Toledo University, Ohio. Designed to train clerical and semi-professional workers, the curriculum consists of 64 credit hours in library practice, care of materials, circulation techniques, effective reading, children's literature, and technical and scientific information.

23. Langer, Mildred C. "Training for Library Technicians," *Medical Library Association Bulletin,* 55 (January, 1967), 93-94.

The 1967 president of the Medical Library Association briefly reviews the use of library technicians in the medical library profession. Greater activity in this area is advocated, with comparisons made to other professions in the medical field that have already accepted the subprofessional employee.

24. *Library Technicians: A New Kind of Needed Library Worker, A Report of a Conference on Library Technology Sponsored by Catonsville Community College (Chicago, May 26-27, 1967).* Washington, D.C.: Communication Service Corporation, 1967. (EDRS, ED 017 277, microfiche $0.25, hard copy $1.32)

Representatives from junior and community colleges and other agencies in the U.S. and Canada attended this national conference to consider the role of the library technician and the kind and extent of training in one and two-year institutions.

25. *Library Technology in California Junior Colleges, Papers Presented at a Conference on the Training of Library Technical Assistants (University of San Francisco, January 18-19, 1968).* Washington, D.C.: Communication Service Corporation, 1968. (EDRS, in process)

This conference was held to provide a forum for wide-ranging discussions of library technical assistant training. Junior college educators and library personnel presented various points of view on library technicians, their education and employment.

26. Marshall, John. "Search for Status," *Library Journal,* 91 (November 15, 1966), 5556-5563.

A comprehensive review of the library profession in Canada, in which the technician category of library employee is seen as an inevitable development. Weaknesses and problems with the programs come from the failure of the profession, as a whole, to recognize the need for technicians and to take action in meeting it. Professional participation in the planning and development of training programs is recommended.

27. Martinson, John. *Vocational Training for Library Technicians.* Philadelphia: Institute for Advancement of Medical Communication, 1965. (EDRS, in process)

Funded by the U.S. Office of Education, Division of Vocational and Technical Education, this study was conducted to determine which institutions had established formal classroom training programs for library technicians. Information is given on program effectiveness, the student population, and the employment of technicians.

28. *Minimum Standards for Public Library Systems, 1966.* Chicago: American Library Association, 1967.

These new, officially adopted standards are a guide to total evaluation of a public library's service and include, in the chapter on personnel, standards for maintaining sufficient personnel at all levels of library work.

29. Munro, June E. "Library Technician Training in Ontario," *Ontario Library Review,* 70 (March, 1968), 3-5.

Briefly reviews the history and status of library technician programs in Canada, and includes an account of the establishment of programs in Ontario's new Colleges of Applied Arts and Technology.

30. Reed, Sarah R. "Library Manpower – Realism, Relevancy, and Requirements," *Journal of Education for Librarianship,* 7 (Summer, 1966), 43-47.

A review and analysis of the personnel shortages in all types of libraries that includes among its recommendations the need for the library profession to: (1) identify the kind and levels of duties to be performed by nonprofessional library staff members and (2) establish sound programs for training nonprofessional library personnel.

31. Sass, Samuel, "Library Technicians – Instant Librarians?," *Library Journal,* 92 (June 1, 1967), 2122-2126.

In this edited version of a paper given at the Special Libraries Association Convention, May 28, 1967, in New York, the writer argues strongly against the two-year library technician courses as the answer to the subprofessional training problem.

32. Schick, Frank L., editor. *North American Library Education Directory and Statistics, 1966-68.* Chicago: American Library Association, 1968.

Sponsored jointly by the ALA Library Administration Division and the School of Library and Information Science, University of Wisconsin – Milwaukee, this directory includes survey articles on various aspects of U.S. and Canadian library education, followed by statistical tables giving detailed information on each program. Included is a review article on library technician programs in the U.S., by Florence E. DeHart, (pp. 27-30) and statistical data on 57 programs.

33. Shores, Louis. "Library Technician: A Professional Opportunity," *Special Libraries,* 59 (April, 1968), 240-245. (also included in entry no. 25)

This keynote essay for the Conference on the Training of Library Technical Assistants, held at the University of San Francisco, January 18-19, 1968, traces recent developments in the area, answers critics of library technician programs, describes the current Tex-Tec project, and discusses articulation of library technician programs at the junior college level with both the ALA master's and the NCATE bachelor's programs in library science.

34. Steel, Carl L. *A Survey of the Need for Library Technicians in the Area Served by Sauk Valley College, A Report Presented to the Faculty, Department of Library Science, Northern Illinois University.* 1968.

Based on an analysis of responses to a questionnaire, this study, completed as a master's thesis, concludes that there is an apparent need in the Sauk Valley College area for a library technician training program. Appended is the questionnaire used and a 53-item bibliography on the subject.

35. "The Subprofessional or Technical Assistant: A Statement of Definition," *ALA Bulletin,* 62 (April, 1968), 387-397.

Developed by the Interdivisional Ad Hoc Committee of the Library Education and Library Administration Divisions, this report "purposes some basic definitions of the subprofessional or technical assistant class of library employees and suggests sample classification specifications, including statements of typical duties."

36. Sudar, Dan D. "Three Levels of Library Education," *Library Journal,* 91 (October 15, 1966), 4899-4903.

A director of one of Canada's new two-year programs for library technicians sees the inability and/or unwillingness to recognize the difference between the professional and technical responsibilities as one of the main obstacles to library progress. A strong case is made for library technicians and a division of responsibility comparable to that in other professions.

37. "Technician Courses Boom in Canada," *Library Journal,* 92 (September 1, 1967), 2870-2872. (summary of a speech included in entry no. 24)

This account of a speech given by John Marshall at the Conference on Library Technology, held in Chicago, May 26-27, 1967, describes the library technology courses that will be part of the eighteen new community colleges in Ontario.

38. *The Tex-Tec Bull.* (no. 1)

This irregular bulletin, issued by the Communication Service Corporation, 1629 K Street, N.W., Washington, D.C. 20006, includes current information on the Tex-Tec Project, a project to develop curricular materials for library technician courses.

39. U.S. Civil Service Commission. *Civil Service Handbook X-118, Qualification Standards for Classification Act Positions.* Washington: Government Printing Office, 1966.

Included in this handbook are the new standards for Library Technician Series (GS-1411).

40. Veit, Fritz. "Personnel for Junior College Libraries," *Library Trends,* 14 (October, 1965), 145-155.

A review of the junior college library personnel situation, with a recommendation that library technician programs receive special attention because junior college librarians will serve as course instructors.

41. Wasserman, Paul and Mary Lee Bundy. "Manpower Blueprint," *Library Journal,* 92 (January 15, 1967), 197-200.

A report of the first phase of a research program to launch a full-scale assault on "one of the most fundamental and pressing problems facing the library and information fields." Library technicians and their training will be studied along with other aspects of manpower requirements.

42. Whitenack, Carolyn. "And the Beat Goes On!," *School Libraries,* 17 (Spring, 1968), 7-9.

A description of the new standards for school media programs, being prepared by the American Association of School Librarians and the Department of Audio-Visual Instruction, and the school library manpower project, funded by the Knapp Foundation of North Carolina, Inc.

43. Wilson, Marion C., and June E. Munro. *Summary of a Survey of Library Technician Training Courses in Alberta, British Columbia, Manitoba, and Ontario, 1967-1968.* Occasional Paper No. 71. Ottawa: Canadian Library Association, May, 1968.

The following information is given in tabular form for each of the 11 Canadian library technology programs: entrance standards, admission procedures, length of program, starting date, qualifications of course director, planning period after appointment, library and other facilities, community library resources, library science in curriculum, liberal arts, lab work, local advisory committee, enrollment, placement and salaries.